



Team Members – Ideal Characteristics

- ☐ Demonstrated commitment to patient safety/quality improvement
- ☐ Respected by peers, team player
- ☐ Has strong communication skills



Team Leader

- Role Expectations:

- ☐ Has strong organizational / management skills
- ☐ Recruits team members & defines team roles
- ☐ Understands & clearly articulates project goals
- ☐ Delegates tasks & holds others accountable
- ☐ Leads team meetings
- ☐ Tracks project progress

- Specific Tasks:

- ☐ Explains project to unit staff & management team
- ☐ Ensures that technical work is optimal or targeted for improvement
- ☐ Ensures staff education about patient safety
- ☐ Utilizes resource tools to improve communication / teamwork / patient safety
- ☐ Supports the integration technical / socio-adaptive work into daily activity & unit operations



Nurse Champion

- Important Considerations:

- ☐ Advocates on behalf of nurses
- ☐ Has good rapport with medical staff
- ☐ Candidates:
 - preferably unit based – nurse manager, charge nurse, nurse educator, frontline nurse
 - optional choice but less desirable - quality improvement or infection prevention professional

- Expectations/Tasks:

- ☐ Responsible for facilitating education of nurses
- ☐ Develops and shares expertise in technical and adaptive work
- ☐ Promotes project goals & interventions on the unit and within the organization
- ☐ Serves as a role model for nurse empowerment



Physician Champion

- Important Considerations:

- ☐ Empowered by leadership
- ☐ Respected by both medical and nursing staff
- ☐ Demonstrates a spirit of collegiality to all team members
- ☐ Candidates: specialty physician associated with area of concern, hospitalist, ID physician (if appropriate), physician interested in patient safety & quality, patient safety officer

- Expectations/Tasks:

- ☐ Responsible for physician education on technical and socio-adaptive work
- ☐ A liaison to promote goals and interventions to unit and hospital medical staff
- ☐ Actively engages with team and other physicians to develop and implement strategies to remove physician barriers



Executive Partner

- Important Considerations:

- ☐ Approachable and willing to commit time
- ☐ Empowers all team members
- ☐ Candidates: CMO, CNO, Chief Quality or Patient Safety Officer

- Expectations/Tasks:

- ☐ Responsible for inspiring unit staff commitment to the project goals
- ☐ Meets regularly with team to review data/progress
- ☐ Assists team with prioritization of safety concerns
- ☐ Facilitates the removal of barriers
- ☐ Shares the project's success with senior leadership and the Board



Front Line Staff

- Important Considerations:

- ☐ Has sufficient experience / tenure on unit
- ☐ Is practical, flexible, willing to speak up
- ☐ Is not intimidated by medical staff

- Expectations/Tasks:

- ☐ Responsible for inspiring other nurses on the unit to the project goals
- ☐ Helps to educate peers formally and by example
- ☐ Helps the team identify practical ways to:
 - ensures integrity of technical work
 - improves teamwork with physicians and other staff
 - makes the unit safer for patients



Infection Preventionist

- Important Considerations:

- ☐ Knowledgeable about:

- Surveillance definitions

- HICPAC guidelines

- Evidence-based infection prevention practice

- Expectations / Tasks:

- ☐ Meets regularly with team to review data / progress
- ☐ May be person responsible for data collection and / or data entry
- ☐ Serves as a “content expert” or infection prevention consultant for the team
- ☐ Helps the team develop / implement / monitor appropriate infection prevention strategies
- ☐ Communicates the project goals and progress as appropriate in committees and other settings within the hospital